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Montana Women and Men in Nontraditional Jobs:

A Resource Directory

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Montana Women and Men in Nontraditional Jobs:
A Resource Directory

Developed by

Sally Moore
Human Potential Development
Department of Vocational Education Services

and

Barbara Kosa Greason
Division of Public Information

Office of Public Instruction
Ed Argenbright, Superintendent
State Capitol
Helena, Montana 59620

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Office of Public Instruction, Helena, Montana 59620.

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Acknowledgements

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The Office of Public Instruction is grateful to the industries and businesses, private and public schools, professional organizations, labor unions, community groups, and individuals who cooperated in compiling the list of nontraditional workers for this directory.

Anyone who has questions concerning the directory, or nontraditional workers who wish to be included in future supplements, may contact Vocational Education Services, Office of Public Instruction, State Capitol, Helena, MT 59620.

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Photographs by Barbara Kosa Greason.

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Nontraditional Resource Directory
Employee Information Sheet

Am I a nontraditional worker?

Do I know nontraditional workers?

☐ I would like to be included in next year's supplement to the directory of nontraditional workers.

☐ I would like to nominate the persons listed on the next page for inclusion. (They will be contacted by the Office of Public Instruction for written permission.)

☐ I understand that my participation in any activity will be cleared with me in advance. I understand also that I am under no obligation to accept requests for my participation, but I will make good faith efforts.

☐ I would like to be listed as a nontraditional worker, but I will be unable to be a resource for school programs.

Please print your name, address and title the way you wish them to be listed.

Name:_____ ☐ male ☐ female

Address: _____
Street or Box City Zip

Occupation: _____

Employer: _____

Phone: Work_____ Home (optional)_____

_____
Signature

Please return to:

Nontraditional Resource Directory Project
Vocational Education Services
Office of Public Instruction
State Capitol
Helena, MT 59620

Please complete next page.

I would be willing to:

- ☐ Talk to groups—may include students, parents, community groups and teachers.
- ☐ Talk to individuals.
- ☐ Work-site visitation—may include having individuals or groups visit my work place.
- ☐ Career Day activities—may include state, regional or school district.
- ☐ Serve on vocational advisory committee.
- ☐ Other (specify) _____
- ☐ None of the above.

I would like to nominate:

Name: _____
Address: _____
_____
Occupation: _____
Phone: (work) _____

Name: _____
Address: _____
_____
Occupation: _____
Phone: (work) _____

Name: _____
Address: _____
_____
Occupation: _____
Phone: (work) _____

Name: _____
Address: _____
_____
Occupation: _____
Phone: (work) _____

Use additional pages, as necessary.

Introduction

Montana Women and Men in Nontraditional Jobs: A Resource Directory lists women and men who have chosen careers which are nontraditional for their sex. These men and women have agreed to be resource persons for schools and will participate in career fairs, class presentations and advisory capacities to vocational education programs. This list is by no means a complete list of all nontraditional workers in the state. Approximately 200 inquiries were mailed to identify nontraditional workers. The 114 persons identified in this listing represent those who responded to the request to serve as resource persons.

Research has shown that educational programs frequently do not reflect the reality of the world of work and that sex role stereotyping tends to limit the aspirations and achievement potential of girls and boys. Looking past stereotypes, students may consider all the options, weigh their own skills, aptitudes and needs, and make informed career choices based on abilities, interests, and identified needs rather than on cultural stereotypes.

Persons listed in this directory can make valuable contributions to a student's learning experience. They can talk to students and groups and present information about their job duties, necessary training, and problems and rewards of their career choice. They can provide proof that academic and vocational subjects have application to the world of work. They can also offer emotional support to persons considering nontraditional employment.

How to Use the Directory

The entries are grouped into the following occupational clusters related to vocational education: Agriculture—Business, Business & Industry, Construction, Land Management, Skilled Trades, Technical, Transportation, Health Care, Human Services, Office/Clerical, and Public Service.

Persons listed are grouped according to occupation. There is a section of Women in Nontraditional Jobs and a section of Men in Nontraditional Jobs.

Individuals should be contacted well in advance if you want them to participate in a school or community activity. Preferably, contact the person by mail so the request may be presented to a supervisor for approval. If the name of the supervisor can be obtained, it would be good protocol to direct the request to the supervisor asking for release time for the employee to participate in your activity. Be specific about dates, time, place, style of dress and topic of presentation.

In addition to the list of workers, the resource directory has other features which will be useful: photographs of women and men on the job; strategies for using the directory; a questionnaire for student interviews and occupation evaluations; an index of cities with page numbers where workers from those cities are cited; a list of audiovisual and printed resource materials available on loan from the Office of Public Instruction; and an Employee Information Sheet for additions to the directory.

A supplement to the directory on a yearly basis is planned; therefore, it is punched for use in a loose-leaf binder in which pages may be added. If you know of someone who should be included in the directory, please complete the Employee Information Sheet in the front of the directory and return to Vocational Education Services, Office of Public Instruction, State Capitol, Helena, Montana 59620.

Strategies for Using Directory

The following suggests how counselors and educators can incorporate the resource directory career counseling activities and the education system.

1 Invite a nontraditional worker to speak at programs or in classes, or have the class visit the worker at her or his job:
   a to expand young people's knowledge about the variety of career alternatives open to females and males;
   b. to show how a subject is useful in certain careers. For example, a female tool and die maker could describe how mathematics is useful in her career;
   c. to demonstrate that nontraditional workers can maintain their femininity or masculinity and still manage other aspects of their lives. For example, a male nurse could not only talk about his experiences in a traditionally female occupation, but also about his role at home as a husband or father.
   d. if peers harass a young person pursuing a nontraditional career. For example, a male secretary could visit a business education class and talk about his experiences as a nontraditional worker.

2. Invite nontraditional workers to special career sessions organized to support and retain persons training for nontraditional employment. Nontraditional employees can discuss harassment on the job, difficulties and rewards, peer pressure and support, and training needed.

3. Allow one, two or three young people to interview a worker on the job. Have them report back in oral, written or tape form to share information with others.

4. If a nontraditional employee and her or his supervisor permit, have one person visit employee for a day or half-day. For example, a young woman considering forestry occupations can visit a female forester for a day.

5. Create a career day made up of mini-courses and invite nontraditional employees to explain their jobs.

6. Include nontraditional workers in career day or career night activities for students, potential students and parents.

7. In addition to having young people read books on how to be trained and look for a job, invite a nontraditional worker to discuss her or his experiences in job-training and job-seeking.

8. Sponsor a one-day nontraditional career workshop and invite young people and the community. Include a panel of nontraditional workers and employer representatives who will assure participants of equal employment opportunities. Audiovisual programs, displays, and hands-on experiences can also be incorporated into the workshop.

9. In assembly programs which inform participants of career alternatives, include presentations by nontraditional workers.

10. Produce a video tape program of local nontraditional workers and include interviews with persons training for nontraditional employment. Show the tape at various community events throughout the year.

11. Invite nontraditional workers to attend a special meeting to discuss recruiting and publicity techniques. For example, a female carpenter can offer ideas on how to portray construction occupations in a manner that encourages females to consider the field.

12. Write feature stories about nontraditional workers and trainees for newspapers and newsletters.

13. Invite nontraditional workers to meetings of youth or community organizations, such as Future Homemakers of America, Future Farmers of America, the Vocational Industrial Clubs of America, Office Education Association, and Distributive Education Clubs of America.

14. Invite nontraditional workers to staff inservice training programs to discuss issues of equal career education and employment.

15 Following a panel session where nontraditional workers are introduced, have the audience go individually from room to room to question a nontraditional worker about her or his job. The rotation can be informal or within specific time slots.

16. Incorporate nontraditional workers as program advisory committee members.

17. When producing radio and television advertisements and public service announcements about training opportunities, include nontraditional workers.

18. Hold open forums on sex-role stereotyping in career choices. Invite nontraditional workers, community leaders and local employers to speak at forums.

19. Invite nontraditional workers to advisory committees to present programs on new trends in employment.

Recruitment Strategies

A complaint expressed by vocational instructors is that they could place nontraditional completers, but do not have many nontraditional students who enter their program. A study of vocational education for the American Institutes for Research (Harrison, 1980) revealed that in schools where efforts were being taken to make students aware of nontraditional course options, there were significantly greater numbers of nontraditional students. Recruitment efforts can make a difference!

Possible recruitment strategies that draw upon the community resource of nontraditional workers include the following:

1. Hold a special open house where programs have activities so that potential students can gain understandings of aptitudes and skills needed. To increase interest in a program, activities should include direct hands-on experience. When nontraditional workers are a part of the activities, potential nontraditional students can clearly see the benefits of the training for them. Advertisements of the open house should encourage potential nontraditional students to attend.

2. Assist personnel of feed-in schools to arrange experiences where students interested in your school's nontraditional offerings can obtain a clearer concept of this choice. Possible experiences include on-the-site work visits or an after-school session where potential students have contact with the nontraditional worker. Arrangements can be made for one student or for a group of students from several schools who are interested in the same nontraditional offering.

3. A postsecondary center can sponsor a one-day nontraditional career fair. Included can be a panel of nontraditional role models and a panel of employer representatives who assure participants that there are opportunities available.

4. In assembly programs or postsecondary days at feeder schools, emphasize your school's nontraditional opportunities. In some cases, nontraditional workers or students can be part of the program. When this is unrealistic, taped interviews and/or slides of local nontraditional workers or past nontraditional completers at their work sites can be incorporated.

"Strategies for Using Directory" incorporates ideas presented by Kansas State University, Adult and Occupational Education Department, Manhatten, Kansas, in a publication entitled *Strategies Handbook for Use with the Kansas Directory of Nontraditional Workers.*

Women in Nontraditional Occupations

Agriculture-Business

S. Shortridge
Fertilizer Sales Representative
Box 333
Augusta, MT 59410
761-2262 (Home)
Cominco American

Cynthia Louise Klessens
Vocational Agriculture Teacher
701 Montana Ave., Apt. 2
Deer Lodge, MT 59722
846-2532 (Home)
846-2757 (Work)
Powell County High School

Deborah Sitz
Vocational Agriculture Teacher
Box 152
Judith Gap, MT 59453
473-2255 (Home)
473-2211 (Work)
Judith Gap High School

Valerie Goodwin
Vocational Agriculture Teacher
Big Mountain Road
Whitefish, MT 59937
862-6602 (Home)
257-7977 (Work)
Flathead High School

Claris Yuhas
Stockyard Employee/Rancher
1600 Bolick Lane
Dillon, MT 59725
683-2593 (Home)
Beaverhead Livestock Market/
Self-employed

Stacey Atchison
Manager—Con Agra, Inc. Elevator
Box 774
Lewistown, MT 59457
538-5965 (Home)
538-8751 (Work)
Con Agra, Inc.

Patricia Carrick
Ranchworker
P.O. Box 724
Dillon, MT 59725
683-5506 (Home)

Kathy McMurdie
Ranchworker
406 S. Oak
Townsend, MT 59644
266-3790 (Home)
266-3644 (Work)

Dorothy D. Stout
Rancher
Box 119, Star Route
Vaughn, MT 59487
467-2871 (Home)
Self-employed

Claris Yuhas, Stockyard Employee/Rancher

Business & Industry

Gloria Carpenter
Building Maintenance and
Licensed Boiler Operator
2500½ River Road
Missoula, MT 59801
721-1106 (Home)
Missoula County

Kathy Pucci
Engineering Operator
123 So. 35th
Billings, MT 59101
248-1097 (Home)
748-2315 (Work)
Bechtel Power Corp.

Cheryl N. Groshelle
Refinery Worker
Route 1
Laurel, MT 59044
628-8411 (Home)
252-3841 (Work)
Conoco

Sue B. Johnson
Oil Refinery Operations
3835 Duck Creek
Billings, MT 59101
656-6283 (Home)
252-3841 (Work)
Conoco

Virginia M. Bair
Data In-put Clerk
Route 1, Box 1252
Whitehall, MT 59759
287-3325 (Home)
723-4311 (Work)
Anaconda Copper Company

Donna J. Bianchi
Bull Edger Operator
814 East Glendale
Dillon, MT 59725
683-6424 (Home)
F.H. Stoltze Land and Lumber Co.

Debbie Bianchi
Forklift Operator
P.O. Box 1343
Dillon, MT 59725
683-5323 (Home)
F.H. Stoltze Land and Lumber Co.

Patricia T. Letendre
Field Business Manager
439 North 10th
Bozeman, MT 59715
587-7958 (Home)
586-9562 (Work)
State of Montana
Department of Highways

Gloria Carpenter, Building Maintenance and Licensed Boiler Operator

Kitty McGinley
Dry Chain/Planer Worker
3700 Hiway 91 North
Dillon, MT 59725
683-5517 (Home)
F.H. Stoltze Land and Lumber Co.

Elisa Hayes
Chain Supervisor
1103 South Atlantic
Dillon, MT 59725
683-2230 (Home)
F.H. Stoltze Land and Lumber Co.

Myrtle Wigen
Checker
14750 Hiway 91 S.
Dillon, MT 59725
683-2517 (Home)
F.H. Stoltze Land and Lumber Co.

Vicky A. Koch
EEO & Labor Contract
Compliance Officer
694 Sewell Rd.
Helena, MT 59601
458-5490 (Home)
449-2793 (Work)
State of Montana
Department of Highways

Kristine Rozinka
Personnel Specialist
3008 Harvard
Butte, MT 59701
494-7948 (Home)
494-4572 (Work)
National Center for
Appropriate Technology

Alice L. LeFor
Grant Utilization Specialist
3434 Sanders
Butte, MT 59701
494-4896 (Home)
494-4572 (Work)
National Center for
Appropriate Technology

Nancy Goodman
Information Specialist in
Appropriate Technology
2119½ Oregon Avenue
Butte, MT 59701
723-6366 (Home)
494-4572 (Work)
National Center for
Appropriate Technology

Valori Schultz, Consumer Service Representative

Judith F. Kinney
Program Manager, Training Division
850 W. Silver
Butte, MT 59701
723-7464 (Home)
494-4572 (Work)
National Center for
Appropriate Technology

Anne VanDerveer
Accounting Supervisor
102 E. Second St.
Butte, MT 59701
782-6807 (Home)
494-4572 (Work)
National Center for
Appropriate Technology

Sheila M. Penaluna
Graphic Systems Supervisor
3635 Whiteway Avenue
Butte, MT 59701
494-4257 (Home)
723-4311 (Work)
Anaconda Copper Company

The essential differences between the sexes will never disappear; nature will see to that. The essential attraction between man and woman will never disappear; nature will see to that. The school's and society's job is to provide an atmosphere in which each male and female can develop fully as a person for the benefit of everyone.

—June Heinrich

Eve E. Murray, Electrician

Construction

Carolyn Jackson
Insulator
2215 Golden Blvd.
Billings, MT 59102
652-1353 (Home)
Kober Homes

Felicity McFerrin
Laborer
7657 Canyon Ferry Road
Helena, MT 59601
475-3010 (Home)

Betty Laber
Construction Technician
2727 S. Hills Drive
Missoula, MT 59801
251-3107 (Home)
728-9512 (Work)
Mountain Bell

Karen Staves
Construction Technician
59 Sorrell Springs
Frenchtown, MT 59834
626-5913 (Home)
728-9512 (Work)
Mountain Bell

Land Management

Marianne Aguilar
Range Conservationist
P.O. Box 432
Sheridan, MT 59749
842-5167 (Home)
842-5432 (Work)
U.S. Forest Service

Janet Bean-Dochnahl
Range Conservationist
Box 764
Ennis, MT 59729
682-4463 (Home)
682-4253 (Work)
U.S. Forest Service

A young woman will only need to work for a little while—until a Prince Charming sweeps her off her feet. She will never have to work or want to work again. She and Prince Charming will live happily ever after until they are both 100 years old at which time they will both die on the same day.

—M.E. Verheyden-Hillard

Nancy R.F. Feakes
Range Conservationist
P.O. Box 314
Ennis, MT 59729
682-7197 (Home)
682-4253 (Work)
U.S. Forest Service

Masculinity is not what you do; it's what you are. It is important for males and females to view themselves in expanded worlds and to view themselves as equals in family roles and career roles.

—Dalton Anthony, Mississippi Personnel and Guidance Association

Gretchen Merrill
Forester
940 West Pine
Missoula, MT 59801
728-8268 (Home)
626-5201 (Work)
U.S. Forest Service

Public Service

Connie Lien
Animal Control Officer
5070 Gooch Hill Road
Bozeman, MT 59715
586-2885 (Home)
587-3311 (Work)
Bozeman Police Department

Laura P. Lean
Gas Meter Repairperson
854 S. Washington
Butte, MT 59701
792-4485 (Home)
723-5421 (Work)
Montana Power Company

Cherie L. Rice
Sanitarian
P.O. Box 89
Glasgow, MT 59230
367-5597 (Home)
228-2457 (Work)
Valley & Phillips Counties

Valori Schultz
Consumer Service Rep.
1003 Babcock
Bozeman, MT 59715
587-8425 (Home)
586-1331 (Work)
Montana Power Company

Joy Petersen
Police Officer
17 E. Villard
Bozeman, MT 59715
586-2551 (Home)
586-3311 (Work)
Bozeman Police Department

Alice M. Stewart
Police Officer
113 Skihi
Dillon, MT 59725
683-5693 (Home)
683-2333 (Work)
Dillon Police Department

Marjorie Wilkinson
Box 366
Crow Agency, MT 59022
638-4424 (Home)
Tribal Judge

Joy Petersen, Police Officer

Skilled Trades

Melda M. Morrison
Printer
3802 Gradestake Road
East Helena, MT 59635
449-3053 (Work)
State of Montana
Publications & Graphics Division

Carol L. Simons
Printer
3283 Hiway 12 E., No. 29
Helena, MT 59601
443-1419 (Home)
449-3053 (Work)
State of Montana
Publications & Graphics Division

Shelley Morrow
Bindery Supervisor
210 Cirque Drive
Bozeman, MT 59715
586-3592 (Home)
587-4508 (Work)
Color World of Montana, Inc.

Linda J. Priest
Welder
3215 Vickery Drive
Billings, MT 59102
656-6100 (Home)
252-3894 (Work)
Transport Inc.

Tami Dalene Fallang
Apprentice Pipe Fitter
440 Josephine N., No. 21
Billings, MT 59105
259-7414 (Home)
Bechtel Power Corp.

Nancy Peterson
Apprentice Pipe Fitter
1723 Iris Lane
Billings, MT 59102
259-5052 (Home)
Bechtel Power Corp.

Shelley Morrow, Bindery Supervisor

Janet McMillan
Painting Contractor
2817 Juneau Drive
Missoula, MT 59801
721-2805 (Home)
Self-employed

Michele L. Gremaux
Butcher
72650 Gallatin Road
Gallatin Gateway, MT 59730
763-4792 (Home)
587-9017 (Work)
Safeway Stores Inc.

Mary Lennon
Baker
225 1st Ave. West
Havre, MT 59501
265-5760 (Home)
265-6717 (Work)
Buttrey Foods

Caroline Dreyer
Electrician
1427 Norman Park Drive
Billings, MT 59102
248-3722 (Home)
Bechtel Power Corp.

Mychel M. James
Electrician
Star Route 36, Box 5
Havre, MT 59501
265-6092 (Home)
Self-employed

Eve E. Murray
Electrician
1721 Choteau
Helena, MT 59601
442-4821 (Home)
442-3780 (Work)
Allen Electric

Kendra Olwen and Ra (Robin) Findlay, Carpenters

Linda M. "Jake" Jacobson
Carpenter/Mason
316 Pine
Helena, MT 59601
443-7875 (Home)
443-7875 (Work)
Self-employed

Kendra Olwen
Carpenter/Housepainter
1005 B Nevada
Butte, MT 59701
494-4572 (Work)
National Center for Appropriate Technology

Sandra B. Wilson
Carpenter
2042 Constellation Trail
Billings, MT 59101
252-0663 (Home)
Bechtel Power Corp.

Bonny S. Williamson
Carpenter
Box 1592
Whitefish, MT 59937
862-2275 (Home)

Ra (Robin) Findlay
Apprentice Carpenter
1005 A Nevada
Butte, MT 59701
494-4572 (Work)
National Center for Appropriate Technology

Carmelita Wood
Carpenter
St. Ignatius, MT 59865
745-4665 (Home)

Elisa Hayes, Chain Supervisor

Technical

Kathleen Youngquist
Network—Combination Technician
11805 Green Acres Road
Missoula, MT 59801
728-2485 (Home)
728-9512 (Work)
Mountain Bell

Denise M. Towey
Plant Engineer
Colstrip Units I and II
Box 613
Colstrip, MT 59323
748-2878 (Home)
748-2780 (Work)
Montana Power

Ardyce Snyder
Local Testing Technician
Box 755, 502 E. Clinton
East Helena, MT 59635
227-6789 (Home)
443-2497 (Work)
Mountain Bell

Patricia K. Stevenson
Local Testing Technician
Great Falls, MT 59401
727-3851 (Work)
Mountain Bell

Raenell Townsley
Testing Technician
Great Falls, MT 59401
727-3851 (Work)
Mountain Bell

Susan Porter
Design Technician, Drafter
3755 Groschell
East Helena, MT 59635
227-6072 (Home)
449-3995 (Work)
State of Montana
Department of Highways

Joan Crum, Central Office Equipment Installer

Maureen P. Walsh
Cable Splicer
Route 4, Neibauer Road
Billings, MT 59102
652-1776 (Home)
657-3273 (Work)
Mountain Bell

Sharon A. Mikkelson
Shop Attendant
311 12th Street No.
Great Falls, MT 59401
761-2165 (Home)
727-3895 (Work)
Mountain Bell

Joan Crum
Central Office Equipment Installer
665 Faw Road
Helena, MT 59601
442-8731 (Home)
449-2202 (Work)

Sue Brayman
Central Office Equipment Installer
1242 Bighorn
Helena, MT 59601
443-2424 (Home)
449-2202 or 2377 (Work)
Mountain Bell

Cathy Pericich
Electric Meter Tester
1016 Lewisohn
Butte, MT 59701
792-3037 (Home)
723-5421 (Work)
Montana Power Company

Karen M. Burtch
Local Testing Technician
647½ N. Rodney
Helena, MT 59601
442-7085 (Home)
443-0611 (Work)
Mountain Bell

Terry J. Massa
Local Testing Technician
301 S. Pine, Box 349
Townsend, MT 59644
266-4232 (Home)
443-0611 (Work)
Mountain Bell

R. Lynn Petersen
Testing Technician
Missoula, MT 59801
782-5440 (Home)
782-0432 (Work)
Mountain Bell

Behavior does not need to have masculine or feminine attached but rather each person has the potential to be job- and people-oriented, tough and nurturing, cooperative and competitive, and independent as well as interdependent.
—Ruth Feller, Colorado State University
Fort Collins, Colorado

Transportation

Jane Byard
Locomotive Engineer
2917 S. 7th St. W.
Missoula, MT 59801
728-6886 (Home)
Burlington Northern

Kate Campbell
Brakewoman
P.O.Box 310
Frenchtown, MT 59834
626-5895 (Home)
728-8220 (Work)
Burlington Northern

Mary Hamlin
Carperson
641 Turner
Missoula, MT 59801
721-1967 (Home)
549-3991 (Work)
Burlington Northern

Delores Strissel
Brakewoman/Yard Master
P.O. Box 188
Rudyard, MT 59540
355-2883 (Home)
265-9667 (Work)
Burlington Northern

Brona L. Crawford
Motor Vehicle Operator
1721 Choteau
Helena, MT 59601
442-4821 (Home)
442-6410 (Work)
Veterans Administration Cente

Patricia L. Merritt
Gross Vehicle Weight Officer
1600 Cooley No. 26
Missoula, MT 59801
543-4337 (Home)
449-2476 (Work)
State of Montana
Department of Highways

Ardis E. Merry
Right of Way Agent
2721 5th Ave. So.
Great Falls, MT 59405
452-3766 (Home)
453-0422 or 452-2361 (Work)
State of Montana
Department of Highways

Kate Campbell, Brakewoman

Jayne L. Rogers
Gross Vehicle Weight
Enforcement Officer
Box 831
Shelby, MT 59474
434-2348 (Home)
449-2476 (Work)
State of Montana
Department of Highways

Susan L. Aders
School Bus Driver/Dispatcher/
Shop Clerk
1065 Prickett Lane
Billings, MT 59101
259-2438 (Home)
248-3667 (Work)
KAL Lines

Jeannine Foos
School Bus Driver Trainer
18 Burlington Avenue
Billings, MT 59101
245-4794 (Home)
248-3667 (Work)
KAL Lines

Pat Heydon
Teacher—Traffic Education
Box 728
Fort Benton, MT 59442
622-5438 (Home)
622-3213 (Work)
Fort Benton Public Schools

Ginger Zanto
Transportation Supervisor
1045 18th Street
Havre, MT 59501
265-7008 (Home)
265-9032 (Work)
Havre Public Schools

Bonnie Lee Schaak
Driver-Trainer
819 Betsy Dr.
Billings, MT 59101
248-5464 (Home)
248-3667 (Work)
KAL Lines

No longer is the female destined solely for the home and the rearing of the family, and only the man for the market place and the world of ideas.
—Justice Harry A. Blackman,
Supreme Court of the
United States

Men in Nontraditional Occupations

Health Care

Joseph O. Adams
Registered Nurse
2705 St. Ann Street
Butte, MT 59701
782-4896 (Home)
782-8361 (Work)
St. James Community Hospital

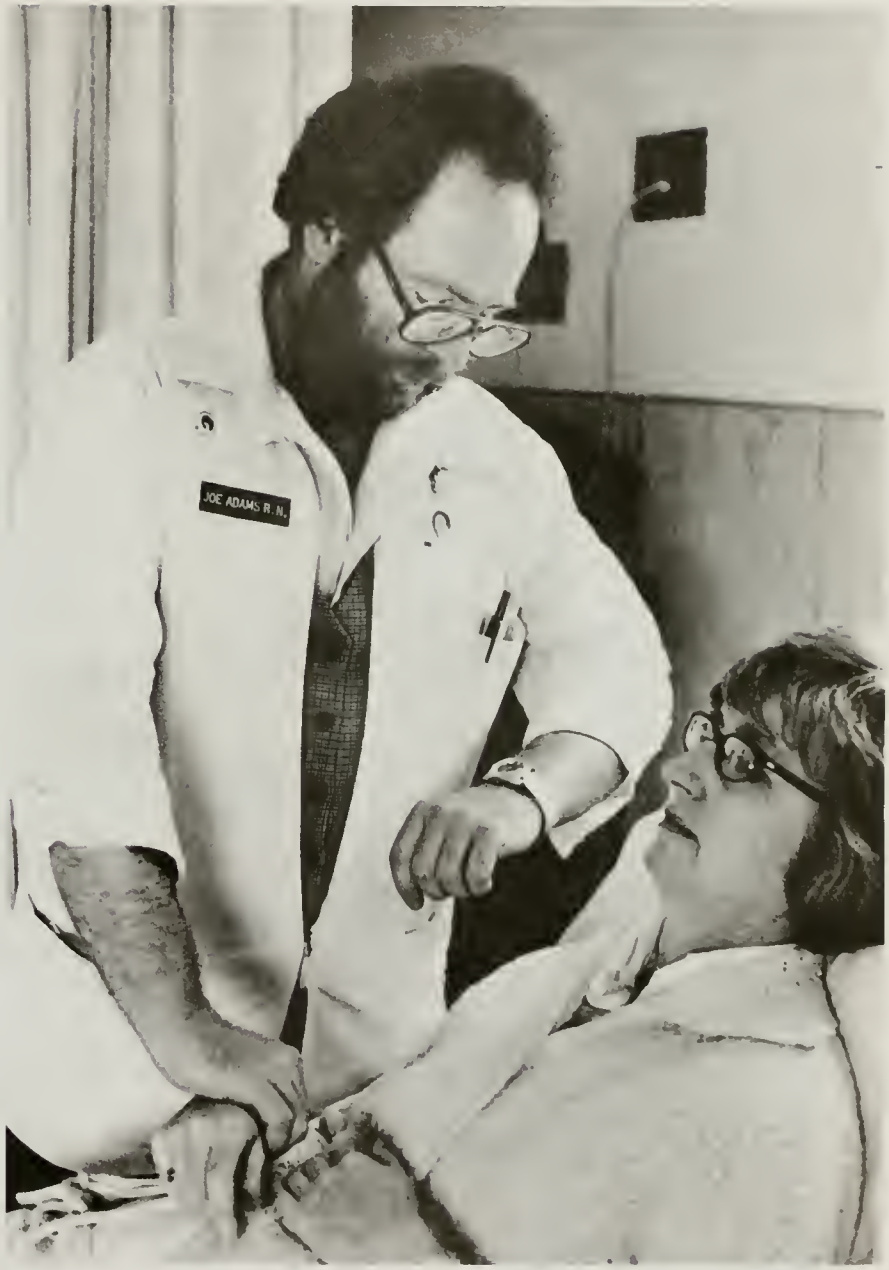
Donald R. Beans
Acupuncturist/Nurse
418 Roosevelt Street
Missoula, MT 59801
728-2645 (Home)
728-1600 (Work)
Self-employed

Mark Birnbaum
Registered Nurse
1725 Sherwood Street
Missoula, MT 59801
543-5402 (Home)
543-7271 (Work)
St. Patrick's Hospital

Louis A. Fiquet III
Registered Nurse
612 E. Pine
Missoula, MT 59801
543-6998 (Home)
543-7271 (Work)
St. Patrick's Hospital

Michael O'Henry Stevens
Practical Nurse
3622 Rainbow Drive
Helena, MT 59601
227-5116 (Home)
442-6410 Ext. 250 (Work)
Veterans Administration Center

Al Goldstein
Clinical Nurse
Box 642
Crow Agency, MT 59022-0642
638-2314 (Home)
638-2626, ext. 35 (Work)
PHS Indian Hospital



Joseph Adams, Nurse

Human Services

Corrie R. Hahn
Pre-school Teacher
2020 Hauser
Helena, MT 59601
442-2930 (Home)
442-3700 (Work)
Head Start

Children learn early on that certain personality traits, skills, and interests are feminine. "Feminine"as well as "masculine" characteristics are really human characteristics and both are part of us all.

—Amanda Smith, New Pioneers
Raleigh, NC

Jack W. Moore
Teachers' Aide
P.O. Box 369
Helena, MT 59601
227-5735 (Home)
443-6318 (Work)
Children's World-Day Care Center

Jack Moore, Day Care Center Teachers' Aide

Office/Clerical

Scott Shein
Bank Teller
2318 Columbia
Helena, MT 59601
442-8435 (Home)
442-0140 (Work)
Home Federal Savings and Loan

David Hirning
Customer Clerk
2211 S. 7th W.
Missoula, MT 59801
728-3010 (Home)
Mountain Bell

Dave Lee
Customer Clerk
401 Washington
Butte, MT 59701
227-5294 (Home)
449-4246 (Work)
Mountain Bell

Bill Posker
Customer Clerk
331 BOHL Ave., No. 32
Billings, MT 59101
245-9670 (Home)
657-3222 (Work)
Mountain Bell

David C. Wolverton
Administrative Aide
P.O. Box 144
Arlee, MT 59821
726-3406 (Home)
243-5373 (Work)
University of Montana

Tim J. Wilson
Clerk/Typist
1901 Jerome Place, No. 4
Helena, MT 59601
442-3681 (Home)
449-3565 (Work)
Mountain Bell

Stevens Reyes Ponce
Toll Operator
Billings, MT 59101
657-4808 (Work)
Mountain Bell

Mike A. LaBuda
RES Order Center Reviewer
317½ Broadway, Box 313
Helena, MT 59601
443-5542 (Home)
449-3566 (Work)
Mountain Bell

Scott Shein, Bank Teller

Public Service

Nate Bluhm
Service Representative
449-3310 (Work)
Helena, MT 59601
Mountain Bell

Guy Duncan
Service Representative
1527 Peosta
Helena, MT 59601
442-7674 (Home)
449-3310 (Work)
Mountain Bell

Donald R. Greenfield
Service Representative
330 Terry Avenue
Billings, MT 59101
252-1476 (Home)
657-3377 (Work)
Mountain Bell

Steve D. Justice
Customer Representative
3816 Poker Flats Road
Great Falls, MT 59401
727-3535 (Home)
727-3913 (Work)
Mountain Bell

Robert J. LeClaire
Service Representative
741 Brooks
Missoula, MT 59801
728-3990 (Home)
Mountain Bell

Chuck M. Miller
Service Representative
206 Artemos
Missoula, MT 59801
721-1694 (Home)
728-3990 (Work)
Mountain Bell

Frank E. McNabb
Service Representative
2216 Massachusetts
Butte, MT 59701
782-8293 (Home)
496-1624 (Work)
Mountain Bell

D. Keith Nay
Service Representative
449-3500 (Work)
Helena, MT 59601
Mountain Bell

Robert L. Park
Service Representative
3817 Timberland
Missoula, MT 59801
543-4141 (Home)
728-3990 (Work)
Mountain Bell

Rodney D. Rennie
Service Representative
1700 Cooley, No. 7
Missoula, MT 59801
728-3850 (Home)
728-3990 (Work)
Mountain Bell

Clinton M. Westrope
Resident Service Representative
3577 Kingswood Drive
Billings, MT 59101
245-7554 (Home)
657-3097 (Work)
Mountain Bell

We hold these truths to be self-evident: that men and women are created equal . . .
— Seneca Falls "Declaration of Sentiments and Resolutions," (July 18, 1848).

Evaluating Occupations: Person to Person

Name of person being interviewed _____

Occupation _____

Job Activities

What type of activities do you do during a typical day?

What activities require most of your time?

What projects or activities are you working on currently?

Are most of your co-workers male? female? about equally male and female?

What are the average earnings of persons holding jobs like yours?

What do you enjoy most about your occupation?

What do you enjoy least about your occupation?

Occupational Decisions

How did you make your decision to pursue your current occupation?

What other occupations did you consider before choosing this one? Why?

What job-related things do you expect to be doing in the future?

If you were starting over, would you make the same occupational decision?

Occupational Problems

What are the primary problems that you face in your job?

What things have you found most helpful in meeting these problems?

Occupational Future

What future developments do you see for persons who are in your occupation? Will jobs be available?

What advice would you give someone like me who may be interested in the occupation?

Would you give me the same advice if I were a member of the other sex?

Source: Matthews, Martha, and Shirley McCune, "Try It, You'll Like It!" Resource Center on Sex Roles in Education, Washington, D.C., 1978.

Questions to Ask a Nontraditional Worker

1. What problems have you encountered in your job as a result of your sex?

2. Have there been any conflicts in your personal life as a result of your nontraditional career field?

3. What barriers did you encounter in job seeking?

4. What inspired you to choose a nontraditional field of employment?

5. Did you foresee any problems in your nontraditional job when plans were being made?

6. Have co-workers treated you differently as a result of your involvement in a nontraditional career?

7. Did you face any barriers in job training for a nontraditional job?

8. What high school courses helped you in your present career field?

9. Were you encouraged or discouraged by high school or college counselors to proceed with plans for a non-traditional job?

10. Do you think your sex has been an asset or a hindrance in your career advancement?

Resource Materials

Human Potential Development Program
Department of Vocational Education Services
Office of Public Instruction

Available on loan.
Call Vocational Education Services, 1-800-332-3402.

A— Student Activities
F— Film
FS— Filmstrip
G— Game
I— General Information
K— Kit of Activities
S/T—Slides/Tape
V— Video

F V 1. **Break Out,** Texas Department of Vocational Education, Austin, TX. Interviews with six women in nontraditional industrial jobs on job site, 1979, 30 minute video tape, color, or 16 milimeter film.

FS 2. **Career Planning: Alternatives and Misconceptions,** Public Information and Educational Services, Incorporated, Bozeman, MT, 1977.16 millimeter color film, (12 minutes), coordinated discussion filmstrip and cassette tape (15-20 minutes). Emphasis on importance of goals, values, feelings. Stresses alternatives to college. Use with junior high and senior high freshmen.

S/T 3 **Employment Opportunities for Men and Women in Nontraditional Roles.** Alternative Learning Center, Great Falls, MT, 1979. Slide/tape presentation showing changing work patterns of men and women in and around Great Falls. Resource booklet includes summary of information from each job site visited: salary range, working conditions, qualifications, high school preparatory courses.

A I 4. **Expanding Adolescent Role Expectations,** Community Service Education Department, New York State College of Human Ecology, Cornell University, Ithaca, NY, 1978. Information, classroom activities, resources for vocational educators; covers how stereotyping affects teachers and students, how vocational education materials can influence role expectations, classroom activities, list of resources.

G. K 5. **Expanding Career Horizons,** Illinois State Board of Education, 1979. Classroom activities for reducing sex bias and sex role stereotyping. Includes simulation game, *Working Together*, which includes five game boards (30-40 people can play at one time). Game simulates real life situations of marriage, standard of living, cost of living, wages, partnership. Five one-hour class sessions are recommended.

K G FS 6. **Expanding Roles: Activities for Promoting Youth Leadership and Organizations,** Project MOVE, SUNY College of Technology, Utica, NY, 1980. Kit includes filmstrip/tape "Expanded Roles for a Changing World." Bingo game on expanding work and family roles and other classroom activities.

A 7. **Exploring Contemporary Male/Female Roles,** Carney and McMahon, University Associates, 7596 Eads Avenue, LaJolla, CA 92037, 1977. Facilitator's guide with articles, group activities, and exercises for exploring male/female roles.

S/T 8. **Hey, What are Your Plans for the Next 60 Years?,** Verheyden Associates, Washington, D.C., 1979. Filmstrip tape that explores career planning and occupational options for boys and girls, changing social and work roles. Twenty minute presentation; follow with discussion.

FS 9. **Jobs and Gender,** Guidance Associate, New York, 1971. Two color filmstrips/records or cassettes, 18 minutes. Interviews with men and women in nontraditional jobs. Encourages students to examine attitudes and feelings about work roles.

FS 10. **Masculinity,** Schlot Productions, Inc., Prentice Hall Company, 150 White Plains Road, Tarrytown, NY 10591, 1974. Four filmstrip/tape or record series present men's roles, myths and traditional stereotypes, new options and directions now open to men, masculinity/femininity.

S 11. **Nontraditional Work Roles,** National Association of Vocational Technical Communicators. Set of thirty slides showing men and women in nontraditional occupations on job site. No script.

A, I 12. **Pioneering Programs in Sex Equity: A Teacher's Guide,** Smith and Farris, American Vocational Association, Inc., 2020 North 14th, Arlington, VA 22201, 1980. Sex equity information, articles, classroom activities to integrate into regular classroom teaching units

S/T 13. **Sex Equity in Apprenticeship Series,** American River College, Sacramento, CA, 1980. Each carousel/tape set explores apprenticeship opportunities, qualifications, guidelines.

1. The World of Apprenticeship—general
2. Apprenticeship in the Operating Engineers
3. Apprenticeship in the Culinary Professions
4. Apprenticeship in Carpentry
5. Apprenticeship in Auto Mechanics

A 14. **The Whole Person Book: Toward Self-Discovery and Life Options,** Liggett, Romero, Schmeling, counselors, Expanding Career Options Projects, Nebraska Commission on the Status of Women, Lincoln, NE, a Women's Educational Equity Act Project, 1979. A guide for counselors/teachers to use with students for self-exploration, decision-making, life planning, Distributed by Education Development Center, 55 Chapel St., Newton, MA 02160.

S/T 15. **There's a Kangaroo in my Classroom,** University of Missouri, Columbia, MO, 1979. A slide/tape presentation for elementary or early junior high. Story of a kangaroo and equal access to vocational programs.

S/T 16. **Those People Really Are Doing Those Jobs . . . Sex Equity in Career/Opportunities,** California State Department of Education, 1980. Slide/tape presentation on men and women in nontraditional jobs, explores expanded work and family roles.

A 17. **Try It, You'll Like It: A Student's Introduction to Nonsexist Vocational Education,** Matthews and McCune, Resource Center on Sex Roles in Education, National Foundation for the Improvement of Education, Washington, D.C. Student activities for exploring individual interests, abilities, needs; exploring nontraditional careers; evaluating occupations; evaluating work outside the home and inside the home; exploring vocational education options; and considering legal rights.

A, I 18. **Vocational Education Sex Equity Strategies,** The National Center for Research in Vocational Education, Ohio State University, Columbus, OH, 1978. Strategies for creating an awareness of sex fairness in vocational education; recruiting and retaining students in nontraditional classes; interacting with community; workshop design; and evaluation criteria for use of sex fair texts.

F 19. **When I Grow Up,** Motorola Teleprogram Center, Schiller Park, Illinois, 1979, 20 minutes. 16 milimeter film which explores sex bias and stereotyping in school setting, the unintentional attitudes that limit students' career options. For use in teacher inservice.

S/T 20. **Who is the Homemaker?,** Angie Parsons, Home Economics Department, Montana State University, Bozeman. Slide/tape presentation to create an awareness of who is a homemaker. The included Household Task Opinionnaire may be used as a classroom activity.

V 21. **Working Equal,** Ohio State University, Columbus, OH, 1980. Video tape, color, seven minutes. Film explores the changing work patterns of men and women and shows men and women in nontraditional jobs.

22. A more extensive resource list is available upon request.

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